



**ETUCE**

Training Workshop

# **Education Trade Unions Addressing Gender Equality Through Social Dialogue**

Munich, 28-29 March, 2019



# Gender equality – one of the top priorities in ETUCE’s work on equal opportunities

- ✓ ETUCE **Action Plan** on Gender equality within teacher trade unions’ structures and in the teaching profession
- ✓ ETUCE Standing Committee for Equality **Recommendations**
- ✓ ETUCE **Status of Women** Committee
- ✓ Cooperation with **European Institute for Gender Equality (EIGE)**
- ✓ Etc.



# Resolution on Setting the priorities to develop the ETUCE Action Plan for Equality, Diversity, and Inclusion

Adopted by ETUCE Special Conference on 27-28 November 2018

*13. The importance of enhancing the representation and participation of women in decision-making in all education sectors and research; creating better work-life balance regulations in Europe, with a more balanced distribution of caring responsibilities between men and women, and tackling the existing gender pay gaps*





SHAPE THE FUTURE OF EUROPE  
**WITH TEACHERS**

**ETUCE** Key Demands  
For the Future of Europe

- 1 **Quality education for all**
- 2 Increased **Public investment** and **attractiveness of the profession**
- 3 Strengthen **social dialogue** and **involvement of education trade unions in decision-making**
- 4 Promoting **democratic citizenship** and **inclusion**

 EUROPEAN TRADE UNION COMMITTEE FOR EDUCATION 

Campaign by ETUCE and its member organisations to the European Parliament elections in May 2019

<https://www.csee-etuce.org/en/actions/campaigns/shape-the-future-of-europe-with-teachers/2868-shape-the-future-of-europe-with-teachers>



# Welcome message

*Frauke Gützkow, GEW*

*Sandra Schäfer, VBE*



# ETUCE PROJECT

## Social Dialogue And Gender Equality: Empowering Education Trade Unions To Address Gender Equality In The Teaching Profession Through Social Dialogue

*Ekaterina Efimenko, ETUCE*




# Background

- ETUCE Work Programme 2017-2020 ➡ Equal Opportunities + Social Dialogue
- ETUCE Project Promoting gender equality within teacher trade unions and in the teaching profession (2008-2009) ➡ **ETUCE Action Plan on Gender equality**
- ETUCE Project Promoting gender equality within teacher trade unions and in the teaching profession in Austerity (2013-2014) ➡ **Online Survey + Practical Guidelines for Trade Union Actions**
- ETUCE Project Teacher Trade Union Actions Challenging Gender Stereotypes in Education and Gender Segregation in the Labour Market (2011-2012) ➡ **Practical Guidelines for Trade Union Actions**



# Project objectives


Build the capacity of education trade unions to address the challenges of gender inequality in education sector using the instruments of the social dialogue




Identify major **factors** in gender inequality in the teaching profession + link to recent **changes** in our societies (technologies, migration, etc.)



**assess the implementation** of the Recommendations of ETUCE Standing Committee for Equality



update the **ETUCE Action Plan** on Gender Equality



provide education trade unions with **concrete tools and practices** + prepare them for the debate on this topic in the **ESSDE** and **national social dialogue**



raise awareness on the **need to include** the discussion on **gender equality in social dialogue** at national and European level in the education sector





# Activities

Online Survey (May – July 2018) + Desk Research

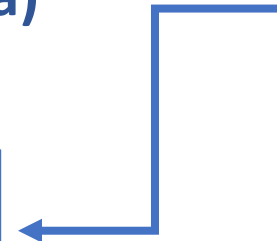


Research Report

1.5 day Training workshops (Italy, Germany, Lithuania)



2-day Closing Conference (Bucharest)



- Updated ETUCE Action Plan on Gender Equality
- Online Database of Good Practices



🎬 Animated video clip “Education Trade Unions for the Teaching Profession: Let’s Talk about Gender Equality” (in EN with FR and RU subtitles)

🎬 Leaflet for education trade unions “Social dialogue and Gender equality” (EN/FR/DE/ES/RU )



# Timeline of the project

- 14-15 January 2019 – Training workshop in Rome, Italy
- 25-26 February 2019 – Training workshop in Vilnius, Lithuania
- 28-29 March 2019 – Training workshop in Munich, Germany
- 16-17 September 2019 – Final Conference, Bucharest, Romania



# Training workshop objectives

- to share **good practices** of tackling the gender inequality in the education sector through **different social dialogue instruments** and to acquire knowledge and **expertise**;
- to discuss the **outcomes of the online survey** and to enrich the research report with specific country cases;
- to collect **recommendations** for the ETUCE Action Plan on Gender Equality



# European Context

*Gender, education, and the teaching profession*

*Héctor Cebolla Boado,  
Research expert of Population Europe*



*Gender equality in the education sector  
and within education trade unions in  
Europe*

*Inga Pavlovaite, Project Researcher*



# Panel discussion

*Gender equality challenges faced by educators in Germany and education trade unions' actions addressing these challenges*

*Hildegund Rüger, President of The Bavarian State Women's Council, Germany*

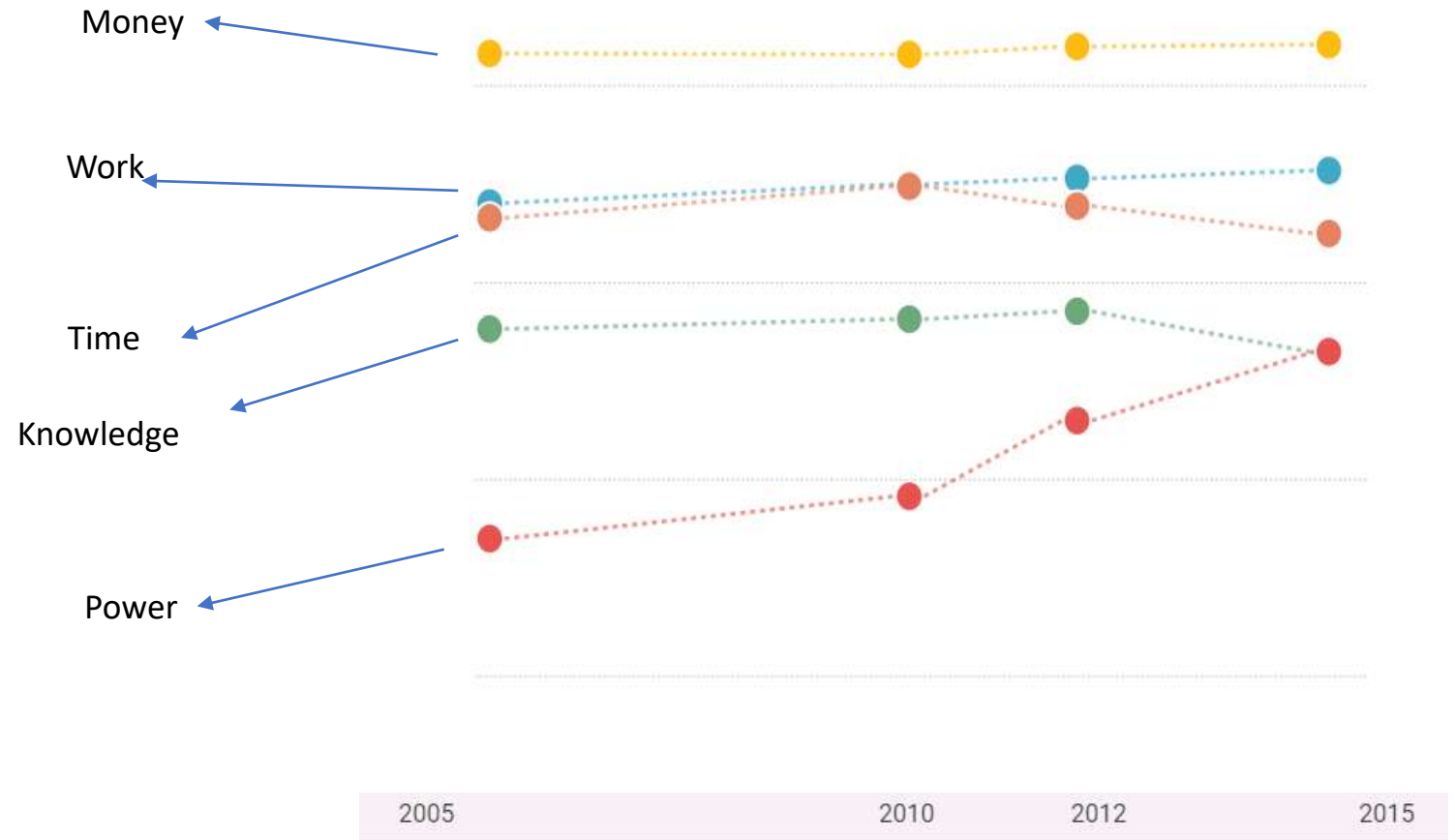
*Frauke Gützkow, GEW, Germany*

*Sandra Schäfer, VBE, Germany*

Moderator: Ute Foit, Project Advisory Group



- According to the Gender Equality Index 2017 (prepared by EIGE), Germany achieved a score of 65.5 out of 100.
- This is less than the EU-28 score of 66.2, but progress is happening at a slightly faster pace than in the EU on average. Germany's score has increased by 5.5 points and it has kept its 12th place in the EU ranking.



- The greatest challenge remains in the domain of knowledge, where Germany is ranked 25th in the EU-28, due to the persisting and increasing segregation of study fields across traditional gender lines.



- Teaching profession is less feminized in Germany than in the EU on average (71%): 63-64% of education employees in Germany are women. However, gender disparities across different education levels is rather strong

	Early childhood education	Primary education	Lower secondary	Upper secondary	Tertiary education
Germany	96%	87%	67%	54%	39%





*Trade unions' actions addressing work-life balance challenges and gender pay and pension gap in the teaching profession*

*David Duffy, TUI, Ireland*

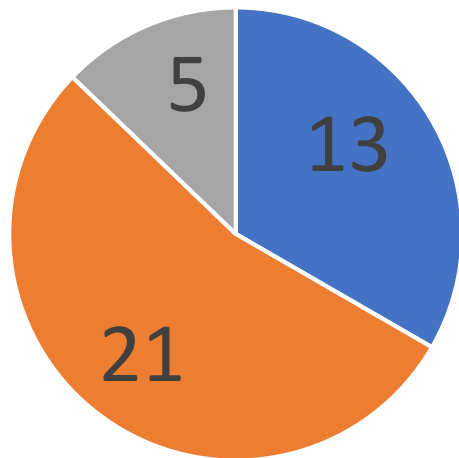
*Jennifer Moses, NASUWT, the UK*



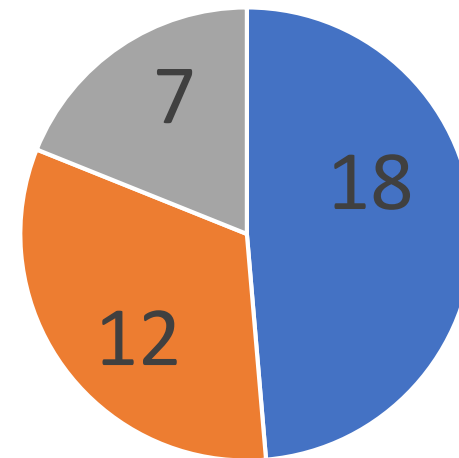
# Education Trade Unions addressing work-life balance challenges and gender pay and pension gap in the teaching profession

Addressing gender pay and pension gaps

Helping education staff reconcile work and family life



■ Yes ■ No ■ Don't know



■ Yes ■ No ■ Don't know



# Discussion

- What are the main challenges of work-life balance that your members face and how does your trade union address them?
- Beyond prevalence of part-time working among women and longer career breaks, are there other reasons behind pay and pension gaps in the education sector?
- What do your trade unions do to address the pay and pension gaps in the education sector?



# Working Group discussion:

How can education trade unions contribute to ensuring equality in the teaching profession using social dialogue instruments?

Group 1 (EN/DE) – Conference Room

Group 2 (EN) – Wurzburg (-2 floor)



Dinner at 19:00

Münchner Stubn

Bayerstraße 35-37,  
80335 München

(2 mins walk from the hotel)



# *Introduction to Day 2*

*Udo Beckmann, VBE, Germany*



# *Establishing a gender equality department within trade unions*

*Sally Thomas, NEU-NUT, the UK*



# Panel discussion:

## *Horizontal and vertical segregation in the education sector*

*Andrea Bradley, EIS, the UK (Scotland)*

*Roland Gangl, GÖD, Austria*

*Trudy Kerperien, Anissa Khattabi, AOb, the Netherlands*

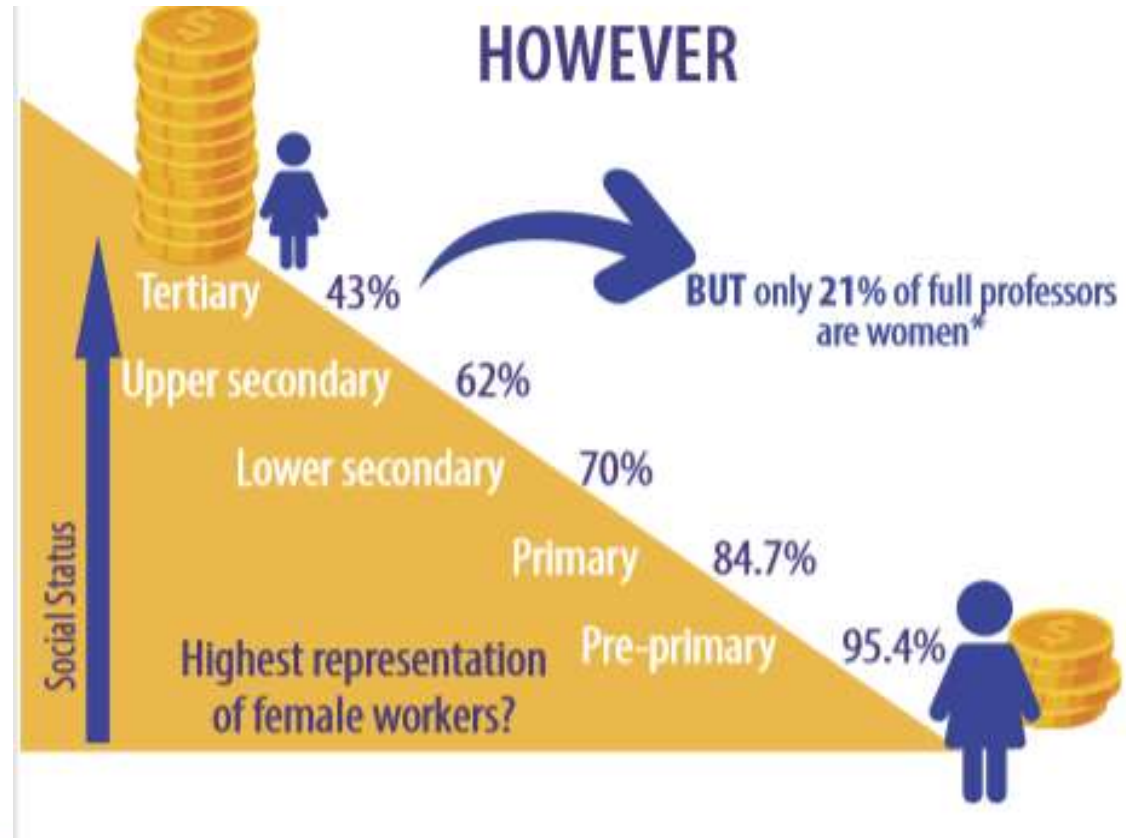
Moderator: Gabriella Tønnesen, Project Advisory Group



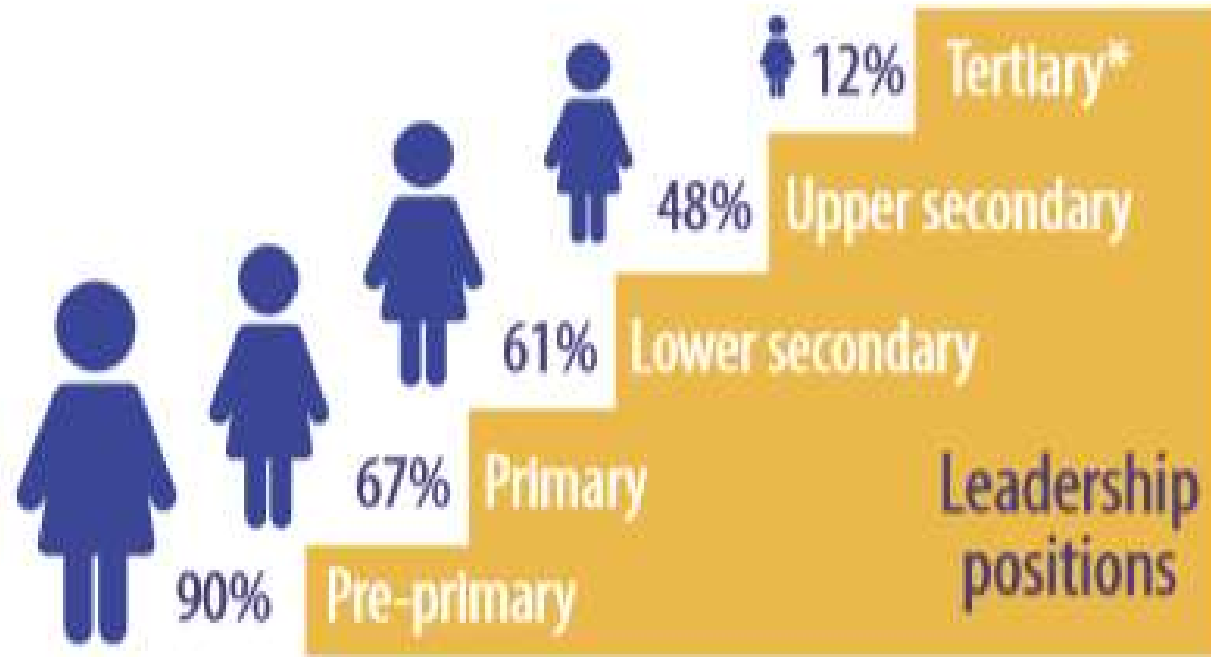


- **Horizontal segregation** refers to the concentration of women and men in different sectors and occupations or sub-sectors of education

Education is the sector with the second highest representation of female workers in the EU Labour market: **73% of education workers are women**



- **Vertical segregation** refers to the concentration of women and men in different grades, levels of responsibility or positions



## Share of women school leaders at different levels of education, 2016

	Early childhood education	Primary education	Lower secondary	Upper secondary
<b>Austria</b>	98.7	82.4	45.6	37.5
<b>Belgium</b>	N/A	62.2	N/A	42.0
<b>Ireland</b>	98.8	62.4	N/A	44.9
<b>Greece</b>	N/A	42.7	44.8	32.0
<b>Netherlands</b>	50.4	50.4	30.5	36.1
<b>Finland</b>	N/A	49.0	45.4	47.0
<b>United Kingdom</b>	N/A	78.2	49.4	54.9
<b>EU Average</b>	90	67	61	48



# Education Trade Unions

Role/function	2014 data	2018 data
Female General Secretaries	23%	50%
Women in highest decision making body of trade union	48%	56%

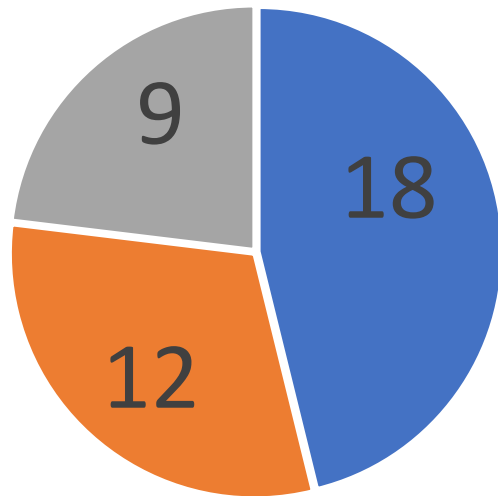
**BUT**

Female presidents	49%	36%
Female Deputy General Secretaries	45%	35%



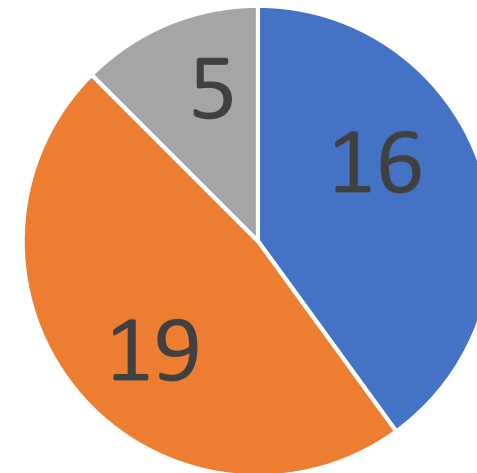
# Education Trade Unions addressing horizontal and vertical segregation in the education sector

Under-representation of women in decision-making positions



■ Yes ■ No ■ Don't know

Differences in the representation of male and female staff in different areas of the education sector



■ Yes ■ No ■ Don't know



# Proportion of women across different education levels, Eurostat, 2016

Country	Education levels				
	Early childhood education	Primary education	Lower secondary education	Upper secondary education	Tertiary education
Austria	<b>99%</b>	<b>92%</b>	<b>72%</b>	<b>55%</b>	<b>40%</b>
Netherlands	<b>88%</b>	<b>87%</b>	<b>53%</b>	<b>53%</b>	<b>45%</b>
United Kingdom	<b>98%</b>	<b>85%</b>	<b>64%</b>	<b>61%</b>	<b>n/a</b>



# Proportion of female school leaders, 2016

	Early childhood education	Primary education	Lower secondary	Upper secondary
<b>Austria</b>	98.7	82.4	45.6	37.5
<b>United Kingdom</b>	N/A	78.2	49.4	54.9
<b>Netherlands</b>	50.4	50.4	30.5	36.1



# Discussion

1. Do you have good practices to share of addressing either horizontal or vertical gender segregation in the education sector?
2. Do you have good practices to share of addressing vertical segregation in trade unions themselves?
3. Why in your opinion is the share of trade unions having taken actions to address these issues relatively low?





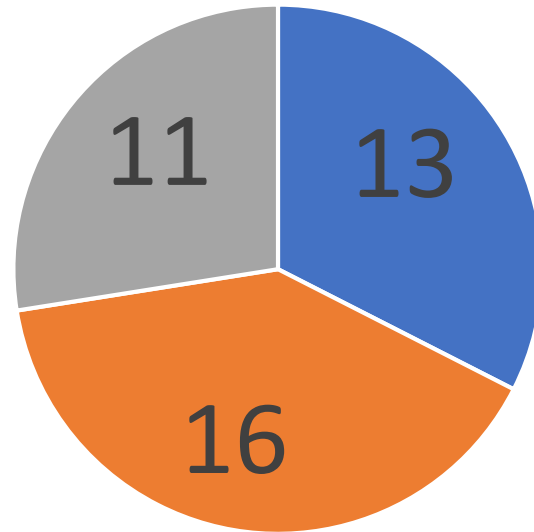
*Trade unions' actions addressing gender equality issues linked to wider societal issues and gender-based violence in the workplace*

*Suvi Pulkkinen, OAJ, Finland*

*Manos Androulakis, DOE, Greece*



# Education Trade Unions addressing gender-based violence in the workplace



■ Yes ■ No ■ Don't know



# Discussion

1. How significant an issue is gender based violence within the education workforce (teacher on teacher etc.) and from the side of students/parents?
2. What are the most successful approaches of addressing wider societal issues in the area of gender equality (e.g. is the emphasis on the classroom and changing attitudes or on broader policy making)?
3. Why are social dialogue instruments under-utilised in measures to ensure equality in the teaching profession?



# *Exercise on planning practical measures to implement the explicit policy on gender equality*

- 1) Name your action and state the issue it addresses
- 2) What are the key targets?
- 3) What's the timeline?
- 4) Who is responsible for what?
- 5) How would you assess its results?



# Conclusions and closure

